Sec - 2 - 38

Pt. II

1950-51

File No. 1935/48

B CLASS.

P.W. **DEPARTMENT**

F **BRANCH**

Subject:— Pay.

Higher Starting Grant to

Sub-ordinate Govt. Servants —

in P.W.D.

Review of -

V

B [K] 1951

Pt. II

File No. 1935/48 F

Ftd. Sostt. Slip. 84 A

G. R., G D., No 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET (B) Pt. II

Subject :—

File No. 1935/48

P.W. DEPT.

F BRANCH.

References :—

Copies from main BCM)

Date.	To whom sent.	Notes and instructions.

Letter.

No. 1935/48-E (II).

Public Works Department.
Bombay Castle (Bombay No.1),
11th August 1950.

To

The Electrical Commissioner with the Government of Bombay.

Subject:- Increments to Junior Engineers who have been granted higher starting pays.

Reference : Your letter Nos. E.84/16403 and E. 184/18243, dated the 18th July 1950 and the 5th August 1950, respectively.

2. Your proposal to grant increments to Junior Engineers, who have been given higher starting pays, has been deferred for the present; and will be considered after a decision is reached on the general principles to be followed in the matter of grant of higher starting pays to Junior Engineers/Overseers, which question was raised by you in your letter No.E.84/17170, dated the 26th June 1950, and which has been referred to the Superintending Engineers and the Public Health Engineer to Government for remarks vide Government Endorsement No. 1935/48-E(II), dated the 4th August 1950.

3. You are requested to submit the general principles as to how increments in respect of the Junior Engineers/ Overseers who have been granted higher starting pays should be regulated.

By order and the Governor of Bombay,

Id/- o/c

Assistant Secretary to the Government of Bombay,
Public Works Department. 2pps

D.A.-Nil.

Copy forwarded to -

the Superintendine Engineers of Circles,
the Public Health Engineer to Government,

for information in continuation of Government Endorsement No. 1935/48-E(II), dated the 4th August 1950.

2. The Superintendine Engineers Circles and the Public Health Engineer to Government are requested to offer their remarks on the general principles to be followed in .....

in granting increments to Overseers, who have been given higher starting pays, together with the remarks called for in the Government Endorsement referred to in paragraph 1 above.

DJT./-

Letter. 3

No.E.84/17170
Electric Grid Offices,
Foreshore Road,
Bombay 1: 26th June 1950.

To

The Secretary to Government
Public Works Department
Bombay

Subject:- Pay:
Orders regarding the -.
.....

Referenct: Government Resolution, Public Works Department, No. 9564/36 of 14th December 1948, and No. 9587/36, dated 3rd February 1949.

2. According to the orders quoted above and the present practice followed by all the superintending Engineers and the Electrical Commissioner, fresh diploma holders are started on Rs. 116/- per mensem and graduates on Rs. 180/- per mensem in the prescribed scale of Rs. 80-270. The orders lay down that such recruits and those who are non-qualified should not be granted any increments beyond the limits of Rs. 132/- and Rs. 200/- per mensem respectively except with Government sanction. Government, however, have not laid down any broad principles for making recommendations in this behalf. It appears that the basis of maing recommendations varies from circle to circle. In order to avoid such discretion, it appears to me that certain general principles in the matter should be fixed by Government, so as to ensure uniformity.

3. According to the 1948 Government Resolution above referred to, permanent graduate overseers have to work on the lowest salary for one year on probationand for a further year after confirmation thereafter; theneforward they draw normal increments and it takes, therefore, full 8 years for them to reach the pay of Rs. 200/-. Similar is the case of diploma holders or non-qualified men who start on the basic pay of Rs. 80/- and it takes full 8 years for them to reach the pay of Rs. 132/-. Based on this principle, it appears to me that when the fresh temporary recruits are started on Rs. 116/- and Rs. 180/- per mensem respectively, they should

not .....

not be allowed to earn increments beyond Rs. 132/-and Rs. 200/- except after rendering a full total service of 8 years. Another point that arises for consideration, is how to assess this 8 years of service? I suggest that service rendered elsewhere, whether under a person, contractor or firm of engineers, may be given full consideration and if it is fully established that the incumbent had rendered over 8 years of service (broken or unbroken), he may be allowed the increment beyond the maximum prescribed limit. In any case, candidates who have been given higher starting salary on joining service should not be allowed to go beyond these upper limits, unless they have put in at least one year of approved service in this Department.

If the above recommendations are accepted and given effect to by Superintending Engineers, there will be uniformity of policy and procedure.

If Government issue favourable orders on this subject, I request that orders may also issue empowering that Heads of Departments to regulate the salaries of the existing staff accordingly.

I shall be obliged if early orders of Government are issued.

Sd/- P. B. Advani,

Electrical Commissioner,
with the Government of Bombay.

DJT./-

5

Below letter No. E. 84/17170, dated 26th June 1950, from the Electrical Commissioner with the Government of Bombay addressed to Government regarding Pay: Orders regarding the -

.....

No. 1935/48-E(II).

Public Works Department,
Bombay Castle (Bombay No.1),

~~4th~~ 28th August 1950.

Copy forwarded to -

the Superintending Engineer of Circles,

the Public Health Engineer to Government,

for very early remarks.

By order of the Governor of Bombay,

Id/-

for Deputy Secretary to the Government of Bombay,

Public Works Department.

Copy to the Electrical Commissioner with the Government of Bombay, for information.

DJT./-

No.G-40. Letter.

Public Works Department,
Belgaum: 30/11/1950.

From

The Superintending Engineer,
Southern Circle.

To

The Secretary to Government,
Public Works Department,
BOMBAY 1.

Subject: Increments to overseers who have been granted higher starting pays.

Reference: Govt. Endt. P:W.D.No. 1935/48-E(II) dated 4/28th August 1950, & G.L., P.W.D. No. 1935/48-E(II) dated 11-8-1950.

2. I agree, 'in general' with the Electrical Commissi--oner with the Government of Bombay, that no increments should be granted to diplomates or graduates who have been granted higher starting pays of Rs. 116/- & 180/- respec--tively and have been allowed to draw two increments upto Rs. 132/- & Rs. 200/-, respectively - until they have put in a total service of 8 years.

(b) As for assessing the period of 8 years, the suggestion that the period spent under a person or a contractor or a firm of Engineers' may be given full consideration may be accepted in principle but it may be very difficult to verify such service. It seems more desirable to limit the benefit of such service to service in local bodies only.

Sd/-

Superintending Engineer, S.C.

THROUGH-

The Chief Engineer, Public Works Department,
----Bombay;-W:Cs:--

E.B.(II). P.W.D.

Receipt of the report from the S.E.,B.C., may be awaited.

Id/- Id/-

S.A.S.

DJT./-

Name and designation.	Date of Joining	Date of leaving	Nature of employment	Salary	Name of employer	Reasons for leaving	Total service. Yrs.	Mths	D.
Shri B. V. Phatak, Junior Engineer (E.&M.)	1/11/1938	31/1/1939	As an unpaid apprentice.		The Cooper Engineering Works.		0	3	0
	22/2/1939	30/9/1941	Overseer & Surveyor.	100/-	Ex.Engr. Poona Irrigation & Research Divn.	For better prospects.	3	7	0
	5/12/1941	2/4/1946	Draftsman	120/-	Superintendent Ordinance Factory Khanaria Jubblpore.	Demobilization.	6	4	0
		14/1/1947	Leeture in Mech. Engineering.		Principal Kalabhavan Tech.Institue.	For health	0	10	0 Approx.
	17/1/1949	upto date.	Junior Engineer (E&M.)	200/-	Electric Grid Offices, Bombay.		2	0	0
					Total Service.		13	0	6

DJT./-

Increments to Junior Engineers/
Overseers who have been granted
higher starting pays.

GOVERNMENT OF BOMBAY.
Public Works Department.
Resolution No.1935/48.
Bombay Castle (Bombay No.1),
14th April 1951.

Read Government Resolution, Public Works Department, No. 9564/36, dated the 14th December 1948.

Read Government Resolution, Public Works Department, No. 9587/36, dated the 3rd February 1949.

Read letter No.E.84/17170, dated the 26th June 1950, from the Electrical Commissioner with the Government of Bombay.

Read Government Endorsements, Public Works Depart--ment, No. 1935/48-E(II), dated the 11th August 1950 and 4th /28th August 1950.

Read replies from the local officers to the above-mentioned Government Endorsement.

RESOLUTION.- Government is pleased to lay down the following principles for granting increments to Junior Engineers/Overseers :--

1) No temporary Overseer who has been granted a higher starting pay will be granted increments in the Subordinate Service of Engineers scale beyond Rs. 132/- in the case of diploma holders and Rs. 200/- in the case of graduates unless he has to his credit a total approved service (including equivalent of approved previous service, if any, rendered before joining Government) of 8 years.

2) The service rendered by a temporary Overseer previous to his joining Government service, in a capacity requiring engineering knowledge (under Municipalties, District Local Boards, Semi-Government organisations or in an Engineering firm) may, at the discretion of competent authority, be treated as approved service upto the limit laid down below:-

(i) Service in Semi-Government bodies as equivalent to Government service of 3/4 of the period proved to have been spent.

(ii) .....

(ii) Service in private firms, approved for the purpose, as equivalent to Government service of 1/2 of the period proved to have been spent.

3) Other cases of previous service should be decided on merits with prior sanction of Government and with due regard to the work actually done by the person, his responsibility and powers, etc., and how it compares with service under Government/Semi-Government or local bodies.

By order of the Governor of Bombay,

Id/-

(K. V. JOGLEKAR,),
Deputy Secretary to Government.

G.R. No. 1935/48, P.W.D. , dated the 14th April 1951.

To

The Political and Services Department,

The Other Departments of the Secretariat (except the Separate Department),

The Chief Engineer, Public Works Department,

The Chief Engineer, Bombay Electricity Grid,

The Superintending Engineers of Cricles,

The Electrical Engineer to Government,

The Public Health Engineer to Government,

The Housing Commissioner,

The Joint Director of Agriculture (Engineering)

The Principal, College of Engineering, Poona,

The Accountant General, Bombay,

The Deputy Accountant General Baroda,

All Executive Engineers of Divisions,

The Port Officer, Okha.

No. of 1951.

Copy forwarded for information and guidance to

Id/-

DJT./-

28/8/56